

Evaluation

The project evaluation design includes qualitative and quantitative data and the use of descriptive statistics. The project evaluator will measure all performance goals in systematic, valid, and realizable ways. Evaluation will include feedback on results of past assessments to help teachers refine curriculum and instruction. A growth model will be used to assess student achievement.

Resources

The Alaska Department of EED will contribute matching funds to be used by partners for the schoolwide achievement incentive. Federal, state, and local funds will support the project. Stable and ongoing funding exists in all three areas for the purpose of this project; all three districts will work with their school boards and communities to create local budgets for district contributions and to form a savings fund for any unused performance pay funds to carry forward.

Data Systems

The Alaska Department of EED will perform and maintain the statistical calculations to determine annual student growth used as the basis for performance compensation. Aligned Information Management System (AIMS) is web based and contains student data and monitoring and staff performance evaluations. Additional features will be added to support new student growth data year to year.

Year 2 Activities

- Formalized data management and communication plans were developed and operationalized, and the AIMS data management system version 3.0 now includes components for user input of TIF data.

- Project-wide, the staff retention rate at the end of Year 2 was 85 percent, which is a significant achievement in rural Alaska.
- The percentage of eligible certificated teachers and principals in Chugach, Kuspuk, and Lake and Peninsula School Districts who actively participated in TIF increased from 66 percent in Year 1 to 72 percent in Year 2 of the project.
- The number of teachers and administrators highly qualified in math grew from 31 in Year 1 to 50 by the end of Year 2: 38 percent of eligible participants are now highly qualified in math.
- Results of a satisfaction survey showed a statistically significant increase from Year 1 to Year 2 in participant satisfaction with the TIF project and also in the perceived level of communication about the project.

Outlook for Year 3

- The Alaska Staff Development Network offered highly successful math courses to TIF participants in Year 2 and will offer two new courses to TIF participants in Year 3.
- The procedures for the Tutoring and Individual Learning Plan components will be the focus of professional development to ensure equitable and consistent application of those processes across all of the project sites.
- The balance among incentive components was reviewed by the management team at the start of Year 3, with some adjustments made to make compensation for tutoring more realistic.